MULTIMEDIA UNIVERSITY

STUDENT ID NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2022/2023

BHR3014 – INTERNATIONAL HUMAN RESOURCE MANAGEMENT

(All Sections/Groups)

14 JULY 2023
9.00 am – 11.00 am
(2 Hours)

INSTRUCTIONS TO STUDENT

1. This Question paper consists of **TWO (2)** pages with **FOUR (4)** questions only.
2. Answer **ALL** questions, and all questions carry equal marks and the distribution of the marks for each question is given.
3. Write all your answers in the Answer Booklet provided.

QUESTION 1

a) The objective of pre-departure training is to assist the expatriate to adjust to the demands of living and working in a foreign location. Several academic studies have attempted to assess the effectiveness of pre-departure training. Briefly explain **FIVE (5)** essential components of pre-departure training.

(15 marks)

b) A comparative study of industrial relations shows that industrial relations phenomena are a very faithful expression of the society in which they operate, of its characteristic features and of the power relationships between different interest groups. Industrial relations cannot be understood without an understanding of the way in which rules are established and implemented and decisions are made in the society concerned. Briefly discuss **FIVE (5)** key issues in international industrial relations. (10 marks)

(Total: 25 marks)

QUESTION 2

a) Global business organizations faced a key challenge: should they apply their own values everywhere they do business, irrespective of the cultural context and standard of local practices? To appreciate the dilemma, take the situation of a multinational that has assigned a PCN to manage its operations in a host country where bribery is commonly practiced, child labor is used and workplace safety is inadequate by Western standards. Briefly explain **THREE (3)** external factors of international business ethics and HRM.

(15 marks)

b) The aims of cross-fertilization of ideas and best practices given to justify cross-border movement of staff require the right environment to facilitate sharing of information and knowledge. Discuss **FIVE (5)** categories of knowledge and skills acquired from international assignment. (10 marks)

(Total: 25 marks)

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QUESTION 3

a) Trade union leaders have long seen the growth of multinationals as a threat to the bargaining power of labor because of the considerable power and influence of large multinational firms. There are several ways in which multinationals have an impact upon trade union and employee interests. Briefly discuss **FIVE (5)** characteristics of MNEs as the source of trade union concern about multinationals.

(15 marks)

b) As one international HRM manager noted some years ago, the difficulties in international compensation 'are not compensation so much as benefits'. Pension plans are very difficult to compare or equalize across nations, as cultural practices vary considerably. Briefly explain **TWO (2)** issues to consider for expatriate benefits.

(10 marks)

(Total: 25 marks)

QUESTION 4

Traditionally, many domestic and international human resource managers have been responsible for legal compliance and training issues related to safety in the workplace. As national and international regulations related to workplace safety expanded, specific professional standards of practice, reporting mechanisms and roles were specified in the area of corporate risk management. Briefly discuss **FIVE (5)** MNE corporate risk areas.

(25 marks)

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